-./0.1!2.33#4#!2'%%.33!567..3!.8!9'1'4#:#10! !
"&30.1!;'33!*<,=!!
>,+!2.::.1?#'307!@A#1&#! B>CD<<*DE,*C!
27#/01&0!;F33)!9@!!+*,BC! ?(1#%4#G$6H#I&!
!
!

@-!6&:!3'&I#)!;'%A'%I!2.33#4#)!>JE>!K:'07#:'0F6/LH!
M7=)!9'//'67&/#00/!N1/0F0&0#!.8!O#671.3.4()!53.'1!567..3!.8!9'1'4#:#10)!*+++H!
!

!
!
N(#%)!-H)!57'1T'%'1'%'('1'1)![H)!'1I!W(1#%)![H!dM%.6#//!2..%IF1'0F.1!S#h&F%#:#10/V!N:Q3F6'0F.1/!
8.%!07#!=#/F41!.8!]1.?3#I4#!9'1'4#:#10!5(/0#:/He!F.4+",6(.0(3.:C4%$+(!"0.+:,%&."(;5/%$:/)!Z.3&:#!
,B)!f&:$#%!<)!*++B)!QQH!>D>PH!
!
^##)!_H)!W(1#%)![9H)!'1I!M#103'1I)!-HOH!gM%.6#//![%':':'%!'/!'!O..3!8.%!-&/F1#//!M%.6#//!
=#/F41)g!9!;(G4,+%$+65)!Z.3&:#!P*)!f&:$#%!,)!*++E)!QQH!C<CDCCEH!
!
W'00/)!5H)!'1I!W(1#%)![H!*+>>H!d=#/F41F14!'1I!07#.%F\F14!07#!'I.Q0F.1!.8!:.$F3#!0#671.3.4(D
:#IF'0#I!#07F6'3!6.1/&:Q0F.1!0..3/)e(!"0.+:,%&."(=$<)".6.'5(H(@$.C6$)!Z.3&:#!*,)!f&:$#%!P)!*+>>)!
QQH!*<C!D!*E+H!
!
M#103'1I)!-H!OH)!S#6T#%)!_H)!Y!W(1#%)![H!dS#IF/6.A#%F14!7'1I.88/)e!E<,>$:5(.0(9,",'$:$'"%(
B&/<.#$+&$/)!Z.3&:#!P)!!f&:$#%!P)!*+>C!H! !
!
M#103'1I)!-H!OH)!S#6T#%)!_H)!W.38)!_H!SH)!Y!W(1#%)![H!d-%F14F14!2.10#i0!N1/FI#!M%.6#//!S#/#'%67!
?F07!=F4F0'3!O%'6#!='0')e!F.4+",6(.0(%)$(E//.<&,%&."(0.+(!"0.+:,%&."(;5/%$:/)!Z.3&:#!*>)!!f&:$#%!<)!
++H!
!
9'3.1#)!OH!WH)!2%.?/0.1)!])!^##)!_H)!M#103'1I)!-H)!=#33'%.6'/)!2H)!W(1#%)![H)!`&F:$()!_H)!a/$.%1)!
2H!5H)!-#%1/0#F1)!@H)!;#%:'1)![H)!]3#F1)!9H)!'1I!ab=.11#33)!cH!dO..3/!8.%!F1A#10F14!.%4'1F\'0F.1/V!!
O.?'%I!'!7'1I$..T!.8!.%4'1F\'0F.1'3!Q%.6#//#/He!N1!OH!WH!9'3.1#)!]H!2%.?/0.1)!'1I![H!;#%:'1!
KcI/HL!*+',"&-&"'(I4/&"$//(J".K6$>'$A((=)$(9!=(@+.<$//(L,">8..M)!2':$%FI4#)!9@V!9NO!M%#//)!
2':$%FI4#)!9@)!*++P)!QQH!>PDPCH!
!
W(1#%)![H!9H!d^#0!'!O7.&/'1I![%I#1#%/!M%&1#V!2&30FA'0F14!=F/0%F$&0#I!=#/F41!F1!2.:Q3#i!
a%4'1F\'0F.1/He!N1!OH!WH!9'3.1#)!]H!2%.?/0.1)!'1I![H!;#%:'1!KcI/HL!*+',"&-&"'(I4/&"$//(J".K6$>'$A((
=)$(9!=(@+.<$//(L,">8..M)!2':$%FI4#)!9@V!9NO!M%#//)!2':$%FI4#)!9@)!*++P)!QQH!*B>D*EJH!
!
W(1#%)![H!9H!'1I!^##)!_H!d=#8F1F14!5Q#6F'3F\'0F.1!8.%!M%.6#//!9.I#3/He!N1!OH!WH!9'3.1#)!]H!
2%.?/0.1)!'1I![H!;#%:'1!KcI/HL!*+',"&-&"'(I4/&"$//(J".K6$>'$A((=)$(9!=(@+.<$//(L,">8..M)!
2':$%FI4#)!9@V!9NO!M%#//)!2':$%FI4#)!9@)!*++P)!QQH!>P>D>C,H!
!

!

W(1#%)![H!!d[#1#%'0F14!f#?!a%4'1F\'0F.1'3!".%:/!R/F14!a%4'1F\'0F.1'3!M%.6#//![%':':'%/He!!
E<,>$:5(.0(9,",'$:$'"%)!='33'/)!O#i'/)!>JJ,H!
!
W(1#%)![H!'1I!^##)!_H!!d@QQ3(F14!5Q#6F'3F\'0F.1!0.!M%.6#//!9.I#3/He!!3."0$+$"'<$(."(*+',"&-,%&.",6(
3.:C4%&"'(;5/%$:/)!9F3QF0'/)!2'3F8.%1F')!@29)!>JJ<)!QQH!*J+DP+>H!
!
W(1#%)![H!9H!!dO7#!^'14&'4#!.8!2..%IF1'0F.1V!!@!9#07.I!8.%!07#!=F/0%F$&0#I!=#/F41!.8!
2.:Q3#i!a%4'1F\'0F.1/He!!B.<%.+,6(3.66.N4&4:(,%(%)$(E39(2OOP(3."0$+$"'<$(."(3.:C4%$+(;4CC.+%$>(
3..C$+,%&#$(Q.+M)!2':$%FI4#)!9''/'67&/#00/)!>JJB!
!
W(1#%)![H!9H!'1I!9'3.1#)!OH!WH!!d2.?$.(/!.%!2.:::'1I#%/V!!=.#/!N18.%:'0F.1!O#671.3.4(!
^#'I!0.!=#6#10%'3F\'0F.1je!!/'"%$+",%&.",6(3."0$+$"'<$(."(!"0.+:,%&."(;5/%$:/)!23#A#3'1I)!a7F.)!>JJB)!
QQH!BPDCJH!!
!
-'3'/&$%':'1F'1)!MH!SH)!W(1#%)![H!9H)!'1I!_.43#T'%)!fH!!dO7#!S.3#!.8!2..%IF1'0F.1!'1I!
@%67F-1(I)6413(6)-3(-11(&)-(@%)-3(#)-1(!)-1(F)-3(#)-)-)(#)-Q(#)-Q(#)-1(.)-1Tf[5j(I)-1(F)-3(

[#.%4#!W(1#%! ! M'4#!P!

['33'&47#%)!_H9H!'1I!W(1#%)! [H!d2'/#!50&I(V!2.10#10!'1I!2.11#60F.1/!F1!07#!N18.%:'0F.1!
5(/0#:/!2&%%F6&3&:He!!/"%$+",%&.",6(3."0$+$"<$(."(!"0.+:,%&."(;5/%$:/([>4<,%&."(,">(Z$/$,+<)(U;!?[>(
1V2PX)!=&$3F1)!N%#3'1I)!*+>BH!
!
['33FA'1)!9H)![.7)!2H!;H)!;F00)!^H!9H)!'1I!W(1#%)![H!gN16FI#10!O%'6TF14!'0!N18.6.%QV!!2'/#!50&I(!
.8!'!MF3.0!f.0#/!N:Q3#:#10'0F.1Hg!9NO!2#10#%!8.%!2..%IF1'0F.1!56F#16#!W.%TF14!M'Q#%!I>,J)!
9'()!>JJPH!
!
M#103'1I)!-H!OH)!a/$.%1)!2H!5H)!W(1#%)![H)!'1I!^&6.1F)!"H!gR/#8&3!=#/6%FQ0F.1/!.8!a%4'1F\'0F.1'3!
M%.6#//#/V!!2.33#60F14!='0'!8.%!07#!M%.6#//!;'1I$..THg!9NO!2#10#%!8.%!2..%IF1'0F.1!56F#16#!
W.%TF14!M'Q#%!I*+E)!@&4&/0!>JJJH!
! !
W(1#%)![H!'1I!^##)!_H!g=#8F1F14!5Q#6F'3F\'0F.1!8.%!M%.6#//!9.I#3/Hg!2#10#%!8.%!2..%IF1'0F.1!
56F#16#)!9NO!53.'1!567..3!.8!9'1'4#:#10!W.%TF14!M'Q#%!I*>B!K53.'1!WM!,><JL)!"#$%&'%()!
*++>H!
!
W(1#%)![H!9H)!g;.?!0.!9.I#3!'!=F/0%F$&0#I!-&/F1#//!5(/0#:!@%67F0#60&%#)g!-./0.1!R1FA#%/F0(!
567..3!.8!9'1'4#:#10!W.%TF14!M'Q#%!*++BD><)!5#Q0#:$#%)!*++BH!
!
W(1#%)![H!'1I!9F67'&I)!9H!gN18.%:'0F.1!57'%F14!@6%.//!07#!;#'3076'%#!5(/0#:V!!"#1?'(!
;./QF0'3!Y!]'0':'!@:$&3'16#Hg!-./0.1!R1FA#%/F0(!567..3!.8!9'1'4#:#10!O#'67F14!2'/#)!
@&4&/0)!*++BH!
!
M%#/FI#10F'3!567.3'%)!>JCBH!
f'0F.1'3!56F#16#!".&1I'0F.1![%'I&'0#!S#/#'%67!"#33.?/7FQ!;.1.%'$3#!9#10F.1)!>JJ*H!
N10#%1'0F.1'3!2.18#%#16#!.1!N18.%:'0F.1!5(/0#:/!=.60.%'3!"#33.?)!>JJCH!